

**To:** Wood, MelanieL[Wood.MelanieL@epa.gov]  
**From:** Morlock, Nancy  
**Sent:** Mon 8/10/2015 6:16:38 PM  
**Subject:** FW: Pecking order

I'm just sharing this with you as an FYI. Will also forward an email I received from staff.

I mentioned this to Darcy last Thursday morning and suggested that knowing the context behind the decision for only 1 move for all programs except Air would be helpful, sort of relates back to the Charter meeting discussion – if the answer is “NO” try to give the basis and context.

I have not heard back from Darcy yet.

**From:** Morlock, Nancy  
**Sent:** Monday, August 10, 2015 10:42 AM  
**To:** Hobart, Yolanda  
**Subject:** RE: Pecking order

Thanks for your email, Yolanda.

The questions from RCRP staff have to do with the limitation of only 1 person moving for the entire RCRA Program. There are currently 2 vacant window cubicles and staff would like to see both spaces occupied.

The direction received from OPRA senior management was that the OPRA programs, with the exception of Air, could only do 1 move. The reasoning is that most OPRA programs peck at the “program level” and not by individual unit. Apparently the Air program has always completed a peck at the unit level, so Air is permitted to do 3 moves.

Based on your email, it appears that the limit of 1 move for RCRP does not stem from the bargaining agreement. Perhaps this was an SLT (deputies' group) decision? At any rate, Darcy was going to double check on the limit of only 1 move and get back to me. I imagine she is

swamped with Gold King response work so for now, I will “pause” the RCRP peck.

Nancy

**From:** Hobart, Yolanda  
**Sent:** Monday, August 10, 2015 10:13 AM  
**To:** Morlock, Nancy  
**Cc:** Shanahan, Mike  
**Subject:** RE: Pecking order

Nancy,

Mike asked me to respond to your e-mail regarding the Pecking Order. At this moment there has been no change to the Supplemental Agreement (link below) and the subsequent Pecking Order (attached) for employee moves. The Union is pushing to have this changed but we cannot renegotiate the Supplement Agreement right now. We are prohibited from negotiating/renegotiating local supplemental agreements while the main Collective Bargaining Agreement between the EPA and the Union is being negotiated.

Please feel free to refer Susanna to me if she has any more questions about employee moves.

<http://8net.epa.gov/sites/default/files/resources/The%20Sacred%20Pecking%20Order.pdf>

Yolanda Hobart

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**From:** Shanahan, Mike  
**Sent:** Thursday, August 06, 2015 10:28 AM  
**To:** Hobart, Yolanda  
**Subject:** FW: Pecking order

Yolanda,

I am not sure what the final agreement was on this with Rick and the Union – do you know?

Mike

**From:** Morlock, Nancy  
**Sent:** Thursday, August 06, 2015 10:25 AM  
**To:** Shanahan, Mike  
**Cc:** O'Connor, Darcy  
**Subject:** FW: Pecking order

Mike,

Can you give me a call when you have a few minutes to discuss this? In addition to the email from Susanna, I just received one from the union with questions.

Nancy

312-6421

**From:** Trujillo, Susanna

**Sent:** Thursday, August 06, 2015 8:37 AM

**To:** Almeria, Sally; Bents, Benjamin; Brown, Terry; Carlile, Nadine; Chambus, Francisca; Cosentini, Christina; Faliskie, Raymond; Hendrix, Mark; Langenfeld, Matthew; Lin, Moye; Martella, Theresa; Newland, Jesse; Pearson, Janice; Richards, Allison; Roach, Mike; Shine, Brendan; Smith, Margo; South, Brenda; Tran, Francis; Pearson, Janice; Morlock, Nancy

**Subject:** Pecking order

Hello,

I asked about this issue that we only get one move because of the union agreement. Here's what I learned:

The union's position is that the window seats should be filled with as many moves as it takes. Ideally, this would happen in this one round. No cap has been agreed to with union/management, so if there is a cap it is a management decision.

Bottom line: the union doesn't want vacant window seats and they should be given according to the pecking order.

Susanna Trujillo, M.P.A.

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